





**As a Vietnam Era or  
Disabled Veteran, you  
could qualify for  
exciting and challenging  
positions with the  
U.S. Government.**

We offer you jobs to match your interests and capabilities. And because we're the world's largest employer, our variety of positions is unmatched anywhere.

**A Commitment to Excellence, a  
Desire for Challenge!**

You're especially valuable to us.

You have a proven track record from your military service. You also have the discipline and drive necessary to succeed in challenging situations. You know how to accept responsibility, and you have the sense of what it takes to accomplish an important task.

That's why we want you. We know you can make a difference. You want to be challenged . . . we can provide that challenge and more.

**On the Path of Opportunity**

A career with the U.S. Government offers programs in which you can apply current skills or gain new ones—and gain the stability needed to progress toward your professional goals.

**Veterans Preference Credit**

As a veteran, you may receive preference in competitive examinations, appointments to positions, and retention during a reduction-in-force.

If you are a non-disabled veteran, you may be eligible for preference and may receive five additional points added to your passing score on civil service exams.

► Within the Federal Government, you will have the opportunity to use skills you acquired in the military service.

If you are a disabled veteran, you may be eligible for preference and get ten additional points on examinations.

Be sure to take your Form DD-214 "Certificate of Release of Discharge from Active Duty" when applying for veterans preference.

### **As a Federal Employee, You Have an Excellent Benefits Package:**

- Earn 13 days of vacation your first year, 20 days with three years of service. All further vacation time is related to your years of service.
- Earn 13 days of sick leave per year, which you can accumulate.
- Choose the health benefit plan that best suits your needs.
- Take advantage of a low-cost, group term, life insurance plan.
- You may be eligible for reinstatement if you are a former U.S. Government employee.

### **The Veterans Readjustment Appointment (VRA) Hiring Authority Program**

Are you a Vietnam Era veteran? If so, this program is exclusively for you.

Basic requirements are that you:

- Are a veteran of the Vietnam Era and have a discharge other than dishonorable.
- Have served more than 180 days, any part of which must have been during the Vietnam Era: August 5, 1964 through May 7, 1975. For a disabled Vietnam Era veteran, the 180-day requirement does not apply.
- Have no more than 14 years of education (two years beyond the high school level). You may have the 14 years of education limit waived if you are a compensably disabled veteran, or a veteran discharged because of service-connected disability.

As a VRA, you:

- May receive job-related training and/or education while working in your Federal job.
- May receive a regular Civil Service appointment after two years of successful work.



### **Direct Hire Authority Program for Severely Disabled Veterans**

If you are a disabled veteran with a compensably service-connected disability of 30 percent or more, this program is exclusively for you. Basic requirements are that you:

- Meet the minimum requirements of the position.
- Be willing to serve under any appropriate temporary appointment scheduled for longer than 60 days.

The Department of Defense may document your disability retirement rating of 30 percent or more, dated anytime, or the VA may document your disability rating of 30 percent or more within the preceding year.

### **Career America: The Next Step**

Your future is in front of you . . . the paths you can choose from are many. We encourage you to take the next step. The more you explore, the more you'll discover the opportunities open to you.

For more information contact:

- The personnel or EEO office of the Federal agency where you wish to work.
- A VA vocational rehabilitation or counseling office.

▲ The U.S. Government appreciates your discipline, drive, and maturity, all essential for your success on our important tasks.

- Your local State Employment or Job Service Office.
- Your nearest Office of Personnel Management Area Office. Check your local phone directory under U.S. Government.

The Federal Government is an **E**mployment **O**pportunity **E**mployer. Hiring advanced qualified less sex **G**roups